

NAVY RECRUITER

Magazine for Navy Recruiters

March 2004



**NRD Phoenix DEPPERS
do battle in Tucson**

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Submissions should be sent to:
Editor, Navy Recruiter Magazine
Navy Recruiting Command
Public Affairs (Code 00P)
5722 Integrity Dr. Bldg. 784
Millington, TN 38054-5057
Telephone: (901) 874-9048
DSN: 882-9048
Fax: (901) 874-9074
email: nrmagazine@cnrc.navy.mil

Rear Adm. Jeffrey L. Fowler
Commander, Navy Recruiting Command

CNOCM(SW) Kenneth W. Cromer
Navy Recruiting Command, Force Master Chief

Lt. Bill Davis
Managing Editor

JO1 Sonja Chambers
Editor

JO2 Chris Conklin
Editor/Layout

PH2(AW) Justin Bane
Graphics/Cover Photo Illustration



Active and Reserve recruiters work together to achieve goal

“Accelerating Our Advantages” is the theme of the CNO’s 2004 guidance to the Navy. His theme strongly echoes what we are doing and what we will continue to do across Navy Recruiting Command. The CNO believes that the single greatest advantage we hold over every potential adversary is the genius of our people contributing



Rear Adm. Fowler took part in the Society of Hispanic Professional Engineers annual awards banquet Jan. 9. Photo by Cmdr. Doug Burton.

their utmost to mission accomplishment. His challenge to Navy recruiting is to bring the skill and

quality of our recruits to an even higher level. Our mission, and one of our nation’s most pressing needs, is for us to win the fight for talent.

While continuing our impressive success in mission accomplishment, we will implement an integrated active and reserve recruiter consolidation plan this year. We’ve already begun training all recruiters together and have implemented pilot programs that combine reserve and active missions to learn lessons we can apply across the country. I’m counting on the genius of my recruiters to contribute their ideas, be part of the solution, and aggressively overcome any obstacles to change.

In my travels across the country,

I’ve found great enthusiasm among reserve and active recruiters for the opportunity to work even closer together to achieve our broad Navy recruiting mission. I look forward to the day, in the not-too-distant future, when we will look



Rear Adm. Jeffrey Fowler
Commander, Navy Recruiting Command



Rear Adm. Fowler takes part in the NRD Chicago Change of Command ceremony Jan. 7. Photo by Brian Curtice.

back and congratulate ourselves on a successful, nationwide recruiter integration.

As you secure the talent that will keep our Navy the best the world has ever seen, I want to assure you that the leadership of the Navy understands and appreciates your hard work, work that is vital to Navy’s overarching success. On several occasions, the CNO, VCNO and Chief of Naval Personnel have talked to me about our successes and your superior performance and achievements. I remain proud to be part of this recruiting team and thank you for your continued enthusiasm. Keep charging!



Rear Adm. Fowler visits NRD San Diego Dec. 18 as part of a Region West trip. Photo by JO1(SW) Jason Pederson.

Looking Ahead:

Master Chief Banks steps into the role of Navy Recruiting Command's CNO Directed Command Master Chief

As I embark upon the tour ahead, I want to take this opportunity to thank the men and women of Navy Recruiting Command for their extraordinary accomplishments on behalf of the entire Fleet.

Having recently returned from the historic 10-month deployment onboard USS ABRAHAM LINCOLN (CVN 72) commencing the war on terror, I was impressed by the quality of Sailors serving with me at the tip of the spear. For your unprecedented milestones and bar-raising efforts, making goal for 30 straight months and recruiting the highest caliber recruits, I salute you!

During my turnover and transition, I remain humble and eternally grateful for your willingness to assist and to provide

guidance for a smooth turnover.

I wrote my personal leadership vision (see insert) when I first accepted my Command Master Chief 9580 NEC, and it remains the same today. As your enlisted leader, I solicit your full support in achieving that vision here at Navy Recruiting Command. I have listed my top priorities and request your equal support in executing them. I will update them as we accomplish or revise them.

Finally, I offer my most sincere thanks to our boss, Rear Adm. Fowler, for selecting me to serve as your Command Master Chief. I will do my best every day to exceed the expectations of the position for which I was entrusted to hold.

CNO Directed Command Master Chief's Priorities

- **The Admiral's Top Five, Maintaining a Sense of Urgency to Overall Mission Accomplishment**
- **Master the Basics**
- **Enhance Communications**
- **Promote Unity, Teamwork, and Accountability**
- **Solicit Input and Provide Continuous Feedback**



CNOCM(AW/SW) Evelyn Banks
CNO Directed Command Master Chief

Sailors Learn What They Live

As senior leaders, it is incumbent upon us to develop and articulate a vision of unity and respect within our organizations.

When our Sailors live with . . .
. . . fairness, they learn justice.
. . . acceptance, they learn teamwork.
. . . encouragement, they learn confidence.
. . . recognition, they learn to appreciate.
. . . tolerance, they learn to be patient.

When our Sailors know that we highly value each individual and their unique contribution to the unit, we earn their respect and loyalty. But more importantly, they learn to live out our core values of

**HONOR
COURAGE
COMMITMENT**

CNOCM(AW/SW) "Vonn" Banks
Command Master Chief

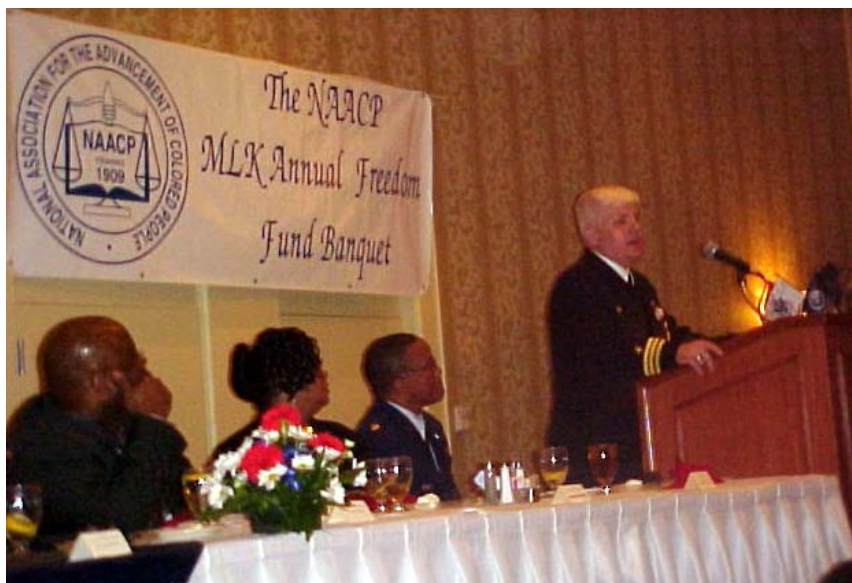


Photo by JO2(SW) Erin Perez

NAACP Honors NRD San Antonio

Coincidence? A chance meeting of two great organizations, led to the extraordinary opportunity for Cmdr. Frank Pearson, Commanding Officer of NRD San Antonio, to speak at the 34th annual NAACP MLK Banquet. Following the conclusion of their annual awards conference, members of NRD San Antonio lined the walls around the

banquet hall as the H. Boyd Hall Branch of the Corpus Christi, Texas, NAACP paid tribute to the men and women in uniform. Pearson credited diversity as one of the qualities that made our Navy the best in the world. After his short remarks, Pearson and the men and women of the Lonestar Navy received a standing ovation and a tribute with a soulful rendition of

Request your record on CD

You can request your official military personnel file on CD at the BUPERS Online site, <https://www.bol.navy.mil>. Log on to Bupers Online as you normally would. Then select "Request Record on CD" from the menu bar to order your record. Then select "Order Online" if you wish to have the CD sent to your command address, or "OMPF Request Form" if you wish to complete the form and mail or fax it.

'God Bless the U.S.A.' from one of the NAACP members. Joel S. Mumphord, President of the local branch raved about NRD San Antonio's impromptu participation, "You guys made the entire banquet! It was such an honor to have you all here. Our theme was 'Honoring the Military' and to have you guys here really brought that home."

Master Chief Cromer's final good bye

CNOCM(SW) Kenneth W. Cromer
Former Navy Recruiting Command Master Chief

I've been reluctant to write this, my last Navy Recruiter article as your Force Master Chief. I cannot adequately express how rewarding this tour and working with you have been for me.

When I first reported three years ago, Navy Recruiting Command was experiencing a difficult time. Our mission accomplishment was hit and miss. Over the next three months we turned the mission accomplishment around and have not faltered since.

The successes of the last two and a half years are not due to my efforts; they are a direct result of your efforts - your willingness to share ideas, your initiative in

leading change, and most of all the work ethic you demonstrate day to day in the field.

Navy Recruiting Command is more successful today than it has ever been since the implementation of the all-volunteer Navy, and I appreciate you making that happen. I am extremely pleased to leave you in the capable hands of Master Chief Evelyn "Vonn" Banks. She is the perfect person to guide the command from the foundation we have built together to even greater heights.

The highest honor a citizen can receive is the opportunity to serve his or her nation in a meaningful way. I am thankful to the Navy Recruiter who extended that honor to me twenty-eight years ago, and thankful for the privilege of leading you, the Sailors who extend that honor to



CNOCM(SW) Kenneth Cromer
Former Navy Recruiting Command Master Chief

every Sailor who crosses the Navy's quarterdeck!

There is no job in the Navy more important than the one you do. Fair Winds and Following Seas ... and thanks for a job well done!

Navy Boot Camp streamlined

By Chief Journalist Rhonda Burke
Naval Station Great Lakes

Improvements made to the Navy's basic military training curriculum for enlisted Sailors will allow the training to be delivered in 60 days vice the current 63 day cycle.

The curriculum changes were recommended after extensive study of the current training processes by the staffs of the Recruit Training Command (RTC), Naval Service Training Command, and Naval Education and Training Command, who are the Navy's top trainers and curriculum architects.

"We are confident that we can provide the high quality, basically trained Sea Warrior that the fleet requires in a 60-day curriculum cycle," said Rear Adm. Ann E. Rondeau, commander, Naval Service Training Command, who is responsible for 98 percent of the Navy's accessions training programs for both officer and enlisted personnel.

This decision was based on a thorough review of the curriculum, including improvements that have resulted in increased training opportunities for recruits. Additionally, infrastructure improvements to RTC are creating a more training-centric campus that eliminates unnecessary marching and waiting time, and allows an opportunity to recoup some training hours while increasing the quality of the training.

"In addition to our responsibility to recruits to effectively prepare them for the fleet, we also have a responsibility to continually re-evaluate our processes,

to ensure they are the most efficient and cost effective possible," Rondeau said. "This decision is both good for the Navy and our Sailors, as well as for the American taxpayers."

The time savings will be accomplished without a reduction in training curriculum from the current boot camp model. In fact, the curriculum will actually be expanded based on recommendations from the Board of Advisors (BOA), a group of 15 fleet and force master chiefs who evaluate the basic military training curriculum on a semi-annual basis. This change has the full support of the BOA and Master Chief Petty Officer of the Navy (SS/AW) Terry Scott, the Navy's top enlisted Sailor, and it has been approved by the Navy's Chief Learning Officer, Vice Adm. Alfred Harms, commander, Naval Education and Training Command.

"This decision has been made with careful debate and thought by the top enlisted leaders in today's Navy, and we are confident that it is the right course for the future, and most importantly, for our Sailors," said Force Master Chief Michael McCalip of Naval Education and Training Command, who chairs the BOA.

Much of the time savings, approximately 60 training hours, has resulted from the elimination of Service Week, a week in which recruits routinely worked in galleys, administrative spaces and various grounds-keeping duties for a five-day period. This portion of boot camp was eliminated from the curriculum in October 2003, based on the recommendations of the BOA. These training hours have been refocused to

See RTC page 10



Recruits rush aboard to prepare USS Marlinespike to get underway. Marlinespike is a training ship at Recruit Training Command Great Lakes, Ill., where recruits are taught the basics of line-handling and other seamanship skills in a controlled environment.

Photo by PHC(NAO) Chris Desmond

NRD Montgomery holds DEP Family Expo

By JO2 Kayla Thompson
NRD Montgomery

Wouldn't it be nice if you, your friends and family could get a small glimpse into what your life would be like once you joined the Navy? Well, thanks to an event sponsored by the Navy Morale, Welfare and Recreation (MWR) Department, Delayed Entry Program (DEP) personnel from Navy Recruiting District (NRD) Montgomery and their families in November were given that opportunity.

This DEP Family Expo, held aboard Naval Air Station (NAS) Pensacola, was a huge success, with an attendance of nearly 300 people. The purpose of the event was to provide DEPpers and their families a glimpse of Navy quality of life opportunities.

The Expo kicked off with opening remarks from Cmdr. Greg LaFave, commanding officer, NRD Montgomery, who spoke of the excellent opportunities provided by the Navy and about his initial enlistment into the Navy and being in the DEP for seven months prior to going to basic training. LaFave

also presented three DEPpers with advancement certificates, promoting them to the rank of E-2, effective upon their departure to Recruit Training Command. Next, Ruel Odom, Head of the Navy MWR Communications Group, spoke to the group, discussing the various types of activities and facilities that MWR offers to improve quality of life.

"We've completed five successful events over the last year, and post-event measurements indicate that these Expos are making a dramatic difference in reducing DEP attrition," said Odom.

The mission of the Navy MWR Department is to provide quality support and recreational services that contribute to the retention, readiness and mental, physical and emotional well being of Sailors and their families.

One of the stops made during the day was a visit to the Naval Air Technical Training Center (NATTC), where DEP personnel and their families got to see how Navy Sailors first learn the basics of naval aviation, from aviation



Photo by JO2 Kayla Thompson

The NRD Montgomery DEP Family Expo shows the DEPper what the Navy is really like.

electronics to air traffic control. They were given the opportunity to view airplane engines as well as various demo bombs and missiles.

Another stop on the tour was a trip to the Portside Center, an activity center designed for single E-1 to E-6 Sailors, that features a food court, a nightclub with Top 40 dance music and karaoke, a game room with pool tables, pinball machines, the latest video games and a Cyberlink section that includes computers with high-speed internet access, as well as video cameras for one on one conversations with family members at home, Play Station 2 and X Box game systems.



Photo by JO2 Kayla Thompson

Navy RDAC member turns 99

Navy supporter Dr. George Stanley Peters celebrates his 99th birthday November 13. Peters has been a member of the Navy Recruiting District Montgomery Advisory Council for more than 20 years. He started his Naval career in 1937 and served as a surgeon in the USN Reserve Medical Corps for 27 years.

WAR!

Navy, Army battle in Tucson

Story and photos by
JO1(SCW) Andrew Scharnhorst
NRD Phoenix

Armed to the teeth with guns, ammo, and youthful zeal, the Departments of the Navy and the Army met face-to-face on the battlefield.

At stake: bragging rights.

Aided by a pair of U.S. Marines, Sailors from the Navy Recruiting District Phoenix and a large group of their Delayed Entry Program (DEP) personnel met a squad of Army recruiters and *their* DEPpers Oct. 1 at a paintball field just east of Tucson.

Lt. Timothy Walker, an Officer Programs recruiter for NRD Phoenix, came up with the idea.

"I proposed it to all parties of all branches after a smaller officer-and-enlisted DEPper game we played last summer," he said.

The rival factions – 38 for the Navy and about 12 for the Army – caravanned to the Desert Fox Paintball facility, selected weapons and masks, got their paint-filled ammunition, and listened to the facility's guides, who gave them a quick, but thorough, lesson in weapons use and safety. Then they headed out to the 'battlefield', an area full of small wooden structures, brick walls, and former motorized vehicles – including the hulk of an aircraft.

"It's a really nice field," said AW2 Kenneth Brown, a recruiter at NRS Tucson. "If you have that, it makes it



Navy recruiters ABE2 Kenneth Brown (in camouflage) and DC2(SW) Arlando Yellowhair hustle to take cover.



Navy DEPper Robert Magiary shows hard proof that those face shields are vital to safe play.

more enjoyable."

There was only one rule, really: *don't get shot*. Oh, sure, there were some other guidelines too, like where they could and couldn't go, what to do (and where to go) when they were hit, and the biggest one: *don't shoot your teammates*. The games were divided into rounds, which would end when one team was out of players. The referees laid out the ground rules and sent the teams in different directions. A moment later, the lead ref blew his whistle, and the colorful paintballs began flying as players scrambled to find cover.

Within a few minutes, the first round was over. It wasn't pretty. The winners, by sheer numbers: Navy!

The two teams switched sides, and the hostilities began anew. Even with the setting sun in their eyes now, the Navy again came out on top.

The refs changed the playing field's parameters somewhat, and set the two teams at each other again. Once more, the Navy emerged victorious.

"We whupped them every time," Brown recalled. "It was a lot of fun!"

After nearly two hours, with the sun dropping rapidly behind the hills of Tucson to the west, the teams engaged in a final, full-out assault, firing every last round available. Players who were shot would go to the “Stairway to Heaven,” a set of stairs in the middle of the arena set aside for those who were shot. Normally, they’d stay there till the next round began. For the final battle, though, the refs sent anyone who still had rounds left back out into the fray to empty their weapons’ magazines.

Finally, the two teams gathered together to recount their exploits, but there was no doubt: bragging rights went to the Navy. But amid the fun were lessons, too – especially lessons in teamwork.

“Without a coherent team and coordinated action, you die,”



A Navy DEPper leans out from behind his cover to try to get a shot at the Army.

“The war was great!” said 23-year-old Navy DEPper Brook Peed. “It got my adrenaline flowing.”

Brown agreed. “The best part is that rush that you get from hiding

was there only to record the event – got shot at least once. Peed and Walker both admitted to getting nailed.

“The first hit was on the inside

“WE WHUPPED THEM EVERY TIME. IT WAS A LOT OF FUN!”

-- AW2 Kenneth Brown Recruiter, NRS Tucson

Walker said.

The recruiters – well, the Navy recruiters – and their DEPpers agree the day was a huge success.

out and making tactical moves, and move forth and conquer your ultimate goal of winning the paintball game.”

Safety was highly stressed the whole time. Not only were the players required to wear protective helmets, but they also had to wear long-sleeved shirts and full-length pants. Five referees from Desert Fox continuously roamed around, making sure hazards were kept to a minimum.

Just about everybody – including the unarmed Navy photographer who

of my right thigh and it left a nasty welt with a purple bruise halo around it,” Peed remembered. “The second hit was on my left knee and left no mark.”

Walker got pelted. “In the first game, I was the only one left [in his area] and I was cornered by 13 people,” he said. “I felt like a long-tailed cat in a room full of rocking chairs. I was hit at least eight times.”

Still, Peed, who has a third-degree brown belt in Kenpo, said there’s no way that would keep her from doing it again: “I look forward to the next paintball war!”

Walker is already working on it. “I will be arranging a hopefully larger game in Scottsdale to include my officer DEPpers from Arizona State and recruiters/DEPpers from [Phoenix-area] NRSs Christown, Tempe, Chandler, Mesa, Scottsdale, and Metro,” he said. “I want to have battalion strength battles against the Army’s equivalent stations.”



A DEPper keeps his eyes peeled for the “enemy” during the Paintball War.

RTC from page 6

include additional time for live fire weapons training, computer training, swim remediation, mentoring, and special medical and dental screening. Weight training will soon be added to the physical training curriculum, as well.

Additionally, more than 45 training hours are projected to be recouped through the elimination of transit time, as the new self-contained barracks facilities are completed as part of a 10-year recapitalization program for Recruit Training Command. The new barracks facilities contain classrooms and galleys for meals, eliminating the need for recruits to transit between central classrooms and eating facilities during the day. Currently, two such barracks are in use, with two more projected to be in use soon. In all, 15 self-contained barracks are being constructed at RTC.

The reduction in training days has also been made possible through improvements in teaching methodology used to deliver traditional Navy core curriculum lectures on topics, such as seamanship and heritage. Through the use of technology in the new barracks

classroom facilities, which are equipped with individual computer stations, the lectures being presented to today's recruits are much more visually impacting and interactive than the traditional lecture format in use for many years. This interactive lecture format has been shown to result in higher retention of the material presented, resulting in a better-trained basic Sailor. Some curriculum requirements will also be moved in the training schedule to afford a more efficient flow of training to the recruit.

The Navy estimates a cost savings of about \$20 million

annually due to these changes, based on the daily cost of training recruits, as well as the manpower costs of the RTC Staff. The Navy is expected to train 40,000 enlisted recruits in 2004, comparable to the number trained in 2003.

The first recruits to be trained under the new curriculum reported to boot camp in January 2004.

For related news, visit the Naval Service Training Command/Naval Station Great Lakes Navy NewsStand page at www.news.navy.mil/local/greatlakes.

“We are confident that we can provide the high quality, basically trained Sea Warrior that the fleet requires in a 60-day curriculum cycle,”

**-- Rear Adm. Ann E. Rondeau,
Commander, Naval Service
Training Command**

March is Women's History Month

Jan. 1, 1950	Mary T. Sproul commissioned as first female doctor in the Navy
Feb. 22, 1974	Lt.j.g. Barbara Ann Allen becomes the first Navy designated female aviator
Mar. 19, 1917	Navy Department authorizes enrollment of women in the Naval Reserve with ratings of yeoman, radio electrician, or other essential ratings
Mar. 21, 1917	Loretta Walsh becomes the first woman Navy petty officer when sworn in as Chief Yeoman
Apr. 3, 1992	First five coed recruit companies from Orlando, FL Naval Training Center graduate
May 28, 1980	55 women become first women graduates from the U.S. Naval Academy
June 12, 1948	The Women's Armed Forces Integration Act provides for enlistment and appointment of women in the Naval Reserve
July 7, 1948	First six enlisted women sworn in the Regular Navy
July 12, 1990	Cmdr. Rosemary B. Mariner becomes the first woman to command an operational aviation squadron (VAQ-34)
July 23, 1993	Sarah Deal becomes the first woman Marine selected for naval aviation training
July 30, 1942	President Franklin D. Roosevelt signs act establishing WAVES (Women Accepted for Volunteer Emergency Service). During World War II, more than 80,000 officer and enlisted women served in the WAVES
Aug. 3, 1942	Mildred McAfee (Horton) becomes the first woman officer commissioned into the Naval Reserve
Aug. 7, 1972	Women authorized for sea duty as regular ship's company
Aug. 12, 1918	Secretary of the Navy approves acceptance of women as yeoman (F) in U.S. Navy
Oct. 7, 1975	President Gerald Ford signs law allowing admission of women into service academies (Public Law 94-106)

Man loses nearly 100 pounds to become Sailor

Story and photo by JO2 Buddy Smith
NRD New Orleans

Before joining the Navy, applicants go through a series of tests, emotions, and sometimes-sleepless nights wondering if joining the service is the best decision. Most only have to worry about themselves while others must think about the possible impact of change on their families.

For one future Sailor, the desire to join the Navy was so strong that there was no question in his mind what he wanted to do, but one thing almost held him back. However, his tenacity helped him overcome an obstacle that almost prevented him from joining.

Philip Marino, 27, lost 93 pounds to join the Navy. Nicknamed "Tugboat" and weighing 330 pounds when he first spoke to his recruiter, Marino began one year ago shedding pounds. After 11 months of strict dieting, riding a bike and exercising, he finally lost enough to enlist.

A father of two boys, Marino says he wants to be in the Navy to "broaden my horizon and provide a stable life for my family."

Marino wants his sons to look at him as a role model as they grow up.

"I owe it to my sons to give them a hero," Marino said.

His brother-in-law, NC1(SW)Dale Mitchell says he has tried to convince Marino into joining for years.

"I'm just proud of him," said Mitchell. "I was shocked when he finally said he was going to join."

Marino's family is behind his decision all the way.



Philip Marino(right) is sworn into the Navy by Capt. Mary Kolar, Commodore, Navy Recruiting Region South, on Sept. 23, 2003 after losing nearly 100 pounds.

"Everybody is supportive. My wife, my father, my mother thinks it's the best decision. They really bent over backwards to help out whenever they could," he said.

Losing 93 pounds isn't easy. It takes discipline and certainly a patient recruiter.

"I'm impressed with his ability to stay focused on his goals," said PC3(SW)Kieron Coulon, NRS Veterans recruiter. From the first day, Coulon knew that Marino wouldn't pass Navy weight standards, but he didn't push him away. "I treated him as if he were in standards and went ahead with the interview. He seemed like he really wanted to do this," said Coulon.

Coulon's patience and positive attitude paid off.

"He stayed on me about the things I should be doing," Marino said. "He gave me positive words. Told me look, 'it's going to take a while just keep working on your weight.'"

Marino left for Great Lakes Monday, October 6, enlisting for four years and graduated early December. He is now in "A" School.



CNO publishes guidance for 2004



photo by PHC Johnny Bivera.
Adm. Vern Clark, Chief of Naval Operations (CNO) makes remarks during the 34th IFPA-Fletcher Conference on National Security Strategy and Policy in Washington, D.C.

Broader detailer windows now in effect

Detailers will now be applying broader PRD windows for the PCS moves of enlisted personnel to support the dynamic manning requirements of the fleet response plan and to more effectively manage PCS funds. Instead of trying to move Sailors within the projected rotation month, they will consider cutting orders anywhere from three months prior to four months after an individual's PRD. See NAVADMIN 318/03 for more details.

Adm. Vern Clark, Chief of Naval Operations, announced his guidance for 2004. He said that the Navy is winning the battle for people and discussed the success of Navy Recruiting in 2003. Recruiters raised the bar on recruiting by attracting an ever-higher caliber recruit in FY03. Specifically, Navy Recruiting recruited 94.3% of new recruits who had high school diplomas, up from 90% in FY01; attained 3,200 enlisted recruits (7.8%) who had at least 12 semester hours of college, increasing that number by a third over FY02; and increased minority officer applications by 27%.

The CNO said that the Navy must be committed to building a Navy that can maximize the capability of its people and minimize the total number on the payroll. The Navy must recruit and retain the talent required to possess the kind of

high tech Navy foreseen in the future. He said the Navy will seek to achieve these recruiting goals for FY04: attain percentage of recruits with High School Graduate diplomas at 95% and develop accession metrics that will improve predictability of a prospective recruit's ability to succeed in the Navy; increase percentage of new recruits with college experience by 20% over FY03; raise the percentage of Test Score Category I-III recruits (those recruits in the top 50th percentile of those taking the AFQT) accessing to RTC in FY04 to 67%; and reduce attrition by 10% from FY03 levels.

To read the entire CNO Guidance for 2004, including information on manpower, readiness, quality of service, alignment, war on terrorism, and leadership, go to <http://www.chinfo.navy.mil/navpalib/cno/clark-guidance2004.html>

Perform to Serve program expands

The Perform to Serve program has proven so successful at balancing the skill mix and improving advancement opportunity for first-term CREO group 3 Sailors that it was expanded to include first-term Sailors in CREO group 2, beginning with personnel having an EAOS in Feb 04 or

beyond. This PTS expansion includes two significant program changes: a conversion only option, and the requirement to include ASVAB line scores in PTS applications selecting a conversion option. For more specifics on the program, go to NAVADMIN 316/03.

CLEP testing undergoes changes

The College Level Examination Program (CLEP) testing underwent recent changes by the College Board (a commercial company and CLEP developer) which impacts the existing policy and procedures for administering CLEP.

In July 2002, College Board directed the conversion of all paper based CLEP exams to computer-based exams. However, not all test sites (civilian and military) were adequately prepared to administer computer-based exams resulting in

the postponement of the conversion to computer-based exams until Mar. 31, 2004. A schedule of the exam withdrawal dates is available at http://www.dantes.doded.mil/dantes_web/examinations/clep.htm.

"Out with the **OLD**, in with the **New**"

Vice Adm. John G. Cotton, Commander, Naval Reserve Force, recently provided a 2003 "out" and 2004 "in" list to summarize recent changes in the Navy's Reserve Force. His intent is to emphasize the Naval Reserve vision - "support to the Fleet...ready and fully integrated."



Vice Adm. John G. Cotton
Commander, Naval Reserve Force

Old

TAR (Training and Administration of Reserves)
USNR(TAR) (enlisted designation)
USNR-R (ready reserve designation)
PCS (Peacetime Contributory Support)
RLO (Reserve Liaison Officer)
Naval Reserve Requirements
Naval Reserve Goals
Naval Reserve Skills
Naval Reserve Equipment
New Orleans Reserve "Tri-staff"

New

FTS (Full-time Support per Title 10)
USNR
USNR (this change was actually made years ago)
OS (Operational Support)
OSO (Operational Support Officer)
Navy Requirements
Navy Goals
Navy Capabilities
Navy Equipment
Naval Reserve Forces Command (1 staff) in New Orleans

Blue Angels 2004 Show schedule announced

The Navy Flight Demonstration Squadron, the Blue Angels, will perform 69 shows at 35 locations throughout the United States and Canada during the 2004 season. The first show will be at Naval Air Facility El Centro, Calif., March 13, and the season will conclude Nov. 13, with a show at Naval Air Station Pensacola, Fla.

Demonstration sites are selected in support of the objectives of the Department of Defense and in the interest of the armed services with safety as the primary consideration. Performances greatly assist the Navy's recruiting and retention goals and enhance esprit de corps among uniformed men and women, as well as demonstrate the professional skills and capabilities of the armed forces to the American public.

The 2004 Blue Angels schedule is as follows:

March 13	Naval Air Facility El Centro, Calif.	July 17-18	Rochester, N.Y.
March 20-21	Naval Air Station Lemoore, Calif.	July 24-25	Peoria, Ill.
March 27-28	Tyndall Air Force Base, Fla.	July 30	Helena, Mont.
April 3-4	MacDill Air Force Base, Fla.	Aug. 1	Helena, Mont.
April 17-18	Naval Air Station Meridian, Miss.	Aug. 7-8	Seattle
April 24-25	Marine Corps Air Station Beaufort, S.C.	Aug. 21-22	Chicago
May 1-2	Fort Lauderdale, Fla.	Aug. 28-29	Niagara Falls, N.Y.
May 8-9	Naval Air Station Atlanta, Ga.	Sept. 4-6	St. Louis
May 15-16	Andrews Air Force Base, Md.	Sept. 11-12	Shearwater, Nova Scotia
May 22-23	Naval Air Station Kingsville, Texas	Sept. 18-19	Nantucket, Mass.
May 26	U.S. Naval Academy, Annapolis, Md.	Sept. 25-26	Naval Air Station Oceana, Va.
May 29-30	Calverton, N.Y.	Oct. 2-3	Salinas, Calif.
June 5-6	Myrtle Beach, S.C.	Oct. 9-10	Marine Corps Air Station Kaneohe Bay, Hawaii
June 12-13	Bermuda	Oct. 16-17	Marine Corps Air Station Miramar, Calif.
June 19-20	Oklahoma City	Oct. 23-24	Naval Air Station New Orleans, La.
June 26-27	Elmendorf Air Force Base, Alaska	Oct. 30-31	Naval Air Station Jacksonville, Fla.
July 3-4	Traverse City, Mich.	Nov. 6-7	Key West, Fla.
July 9-10	Pensacola Beach, Fla.	Nov. 12-13	Naval Air Station Pensacola, Fla.

Best Stations of the Nation

December

NRD Atlanta

NRS Douglasville
NRS Stone Mountain
NRS Griffin
NRS Duluth
NRS Myrtle Beach
NRS Georgetown
NRS Orangeburg
NRS Roswell
NRS Macon
NRS Warner Robins
NRS Lawrenceville
NRS Tucker
NRS Lexington
NRS Anderson
NRS Florence
NRS N. Charleston

NRD Chicago

NRS Mt. Prospect
NRS Round Lake
NRS Rockford
NRS Six Corners
NRS Chicago
NRS Windy City
NRS Bensenville
NRS Melrose Park
NRS Evergreen Park
NRS Harvey
NRS Glendale Hts.
NRS Downers Grove
NRS Bloomington
NRS Champaign
NRS Peru
NRS Pekin
NRS Sterling
NRS Janesville
NRS Milwaukee
NRS Racine
NRS Waukesha
NRS Burlington

NRD Dallas

NRS Richardson
NRS Fort Worth
NRS Desoto
NRS Waco
NRS Ardmore
NRS Lewisville
NRS Irving
NRS Garland

NRD Jacksonville

NRS Palatka
NRS Orange Park
NRS Altamonte Springs

NRD Kansas City

NRS Chillicothe
NRS Claremore
NRS Enid
NRS Fayetteville
NRS Independence KS
NRS Independence MS
NRS Lawrence
NRS Olathe

NRS Overland Park

NRS Sedalia
NRS St. Joseph
NRS Tulsa South
NRS Wichita West

NRD Michigan

NRS Adrian
NRS Battle Creek
NRS Bay City
NRS Cadillac
NRS Detroit West
NRS Eastpointe
NRS Flint
NRS Greenville
NRS Holland
NRS Howell
NRS Jackson

NRS Kalamazoo

NRS Mt. Pleasant
NRS Niles
NRS Owosso
NRS Pontiac
NRS Port Huron
NRS Saginaw
NRS St. Joseph
NRS Taylor-Southgate
NRS Three Rivers
NRS Traverse City
NRS Warren
NRS Westland
NRS Wyoming

NRD Montgomery

NRS Pearl
NRS Gulfport
NRS Mobile
NRS Warrington
NRS Gautier
NRS Prattville
NRS Selma
NRS Fairfield
NRS Meridian
NRS Tuscloosa

NRS Eastwood

NRS Gadsen

NRD New Orleans

NRS Alexandria
NRS Bossier City
NRS Chalmette
NRS City Park
NRS Fort Smith
NRS Hot Springs
NRS Houma
NRS Marrero
NRS Mountain Home
NRS Natchitoches
NRS North Little Rock
NRS Shreveport
NRS Slidell
NRS Texarkana
NRS West Little Rock

NRD Ohio

NRS Lorain

NRS Lakewood

NRS Columbus West
NRS Akron
NRS Chillicothe
NRS Miracle Mile
NRS Mentor
NRS North Olmsted
NRS East Cleveland
NRS Warren
NRS Medina
NRS Columbus North
NRS Wooster
NRS Parkersburg
NRS Sandusky
NRS Fremont
NRS Maple Heights
NRS Ravenna
NRS Springfield
NRS Columbus East
NRS Newark
NRS Mansfield
NRS Athens
NRS Lancaster

NRD Omaha

NRS Grand Forks
NRS Detroit Lakes
NRS Sioux City
NRS Minot
NRS Bismark
NRS Rapid City
NRS Columbus
NRS Council Bluffs
NRS Marshalltown
NRS Waterloo
NRS Dubuque
NRS Moline

NRD Philadelphia

NRS Annapolis
NRS Catonsville
NRS Easton
NRS Frederick
NRS Gaithersburg
NRS Germantown
NRS Lansdale
NRS Laurel
NRS Levittown
NRS Marlton
NRS Newark
NRS Norristown
NRS Oxon Hill
NRS Pottstown
NRS Pratt Street
NRS Salsbury
NRS Silver Spring
NRS Toms River
NRS Towson
NRS Upper Darby
NRS Waldorf
NRS Washington D.C.
NRS Westminster
NRS West Chester
NRS Woodbury

NRD Phoenix

NRS Arrowhead
NRS Desert Sky
NRS Durango
NRS Hobbs
NRS Las Cruces
NRS Rio Grande
NRS Silver City
NRD Portland
NRS The Dalles
NRS Eastport
NRS Gresham
NRS Idaho Falls
NRS McMinnville
NRS Medford
NRS Milwaukie
NRS Nampa
NRS Ontario
NRS Pocatello
NRS Roseburg
NRS Salem
NRS Salt Lake City
NRS Sandy
NRS St. George
NRS Twin Falls
NRS Vancouver
NRS West Valley City

NRD Raleigh

NRS Asheville
NRS Burlington
NRS Gastonia
NRS Clinton
NRS Martinsville
NRS Monroe
NRS Sylva
NRS Rocky Mount
NRS Wilmington
NRS Statesville
NRS Shelby
NRS High Point
NRS Lumberton
NRS Roanoke Rapids
NRS New Bern

NRD San Francisco

NRS Antioch
NRS Yuba City
NRS Redding
NRS Alameda
NRS Fremont
NRS San Leandro
NRS North Highlands
NRS North Sacramento
NRS Placerville
NRS Almaden
NRS Clovis
NRS Visalia
NRS Susanville
NRS San Francisco
NRD Seattle
NRS Billings
NRS Tri-Cities
NRS Soldotna

* The Best Stations of the Nation procedures have changed as stated in the revised COMNAVCRUITCOM INSTRUCTION 1650.1. The Best Stations of the Nation honor will now be decided by the Region Commanders vice the districts. A total of three (one small, medium and large) stations will be named from each region to be listed in Navy Recruiter Magazine. Please send submissions to nrmagazine@cnrc.navy.mil.

Admiral's Five Star Recruiters December

NRD Chicago
OS2(SW) John Lesniak
 NRS Evergreen Park

NRD San Francisco
FC2 (SW) Jesse Conyers
 NRS Clovis
AG1 Minh Ho
 NRS Almaden



Photo by JOC Sandra Ramirez

Spreading a Little Cheer

Navy Recruiting District Miami personnel donated gifts to Joe DiMaggio Children's Hospital in Hollywood, Fla., and made Christmas a little brighter for a special group of youngsters who weren't feeling very well just a couple of days before Christmas. Almost 50 gifts were delivered on Dec. 23 to the children in the hospital's emergency and waiting room areas. "This has really made a huge difference for these children, especially during this time of year," said Jennifer Bachman, a hospital child life specialist. "Some of them have been here for hours, and it really made a difference. Thank you to the Navy." Pictured, left to right, SKC(SW) Santos Vazquez, IC2(SW) Tanya Santiago, Ben and Jean Wolf, YN1(SW/AW) Derrick Mungin, SK1(SW/AW) Anissa Hayden and her daughter, Anastasia Williams.

Top Ten Reserve Recruiters

West

DT2 Giovanni Garciasalas
 NMCRC Albuquerque

Central

HM2 Betty Monroe
 NMCRC Milwaukee

Pacific

NC1 Aurelio Gaytan
 NMCRC Encino
NC1 Robert Fendler
 NRC Honolulu

South

NC2 Juan
Lamogliachinchilla
 NMCRC Austin
CM2 Tammy Dutton
 NRRS Montgomery
SK2 Gina Virgino
 NMCRC San Antonio

Southeast

SK2 Rachael Vann
 NRRS Mayport
MM2 Jeffrey Pace
 NRRS Decatur

Northeast

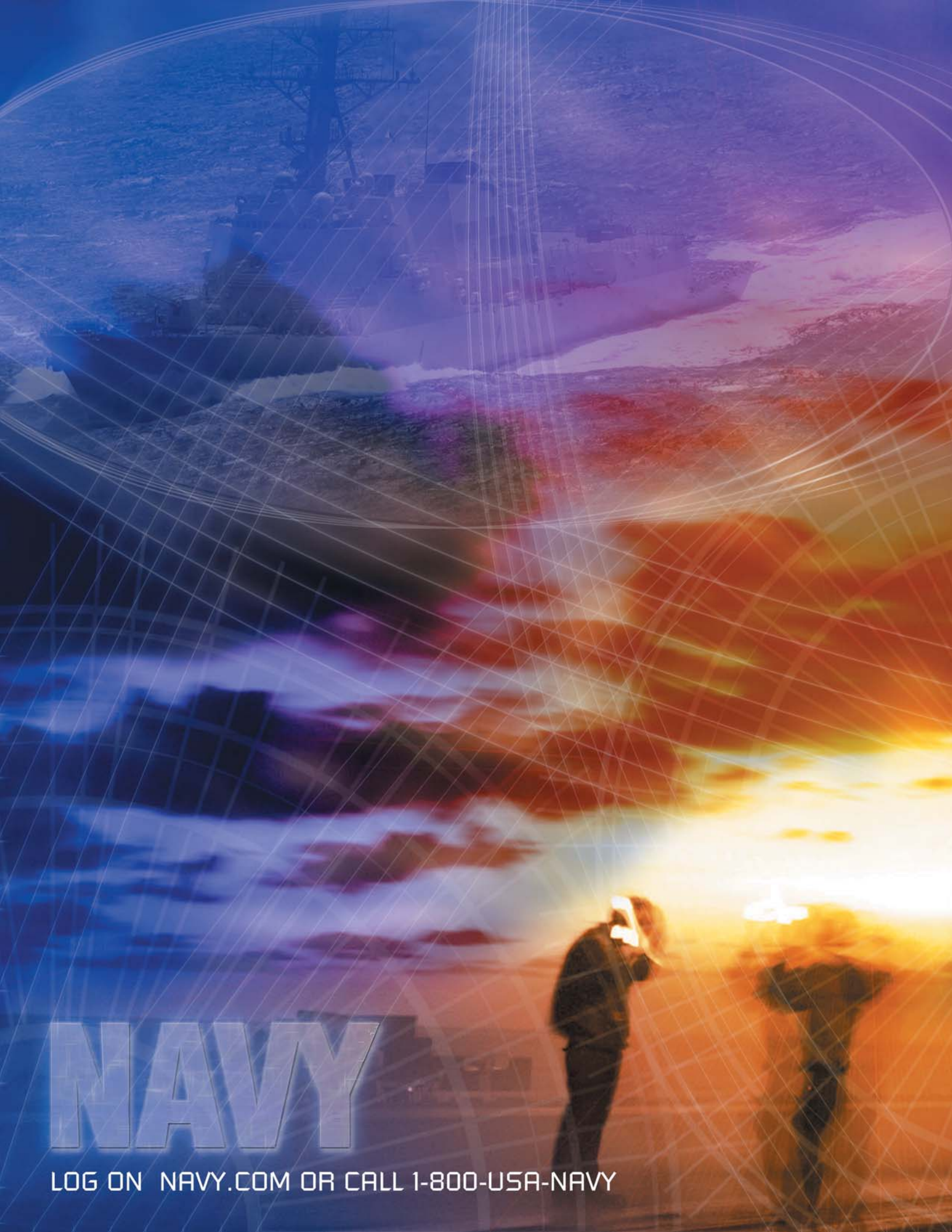
NC2 Renee Wert
 NMCRC Little Creek

Upcoming Navy NASCAR Race Events

6 Mar	Sam's Town 300
20 Mar	Darlingtonraceway.com 200
27 Mar	Bristol Motor Speedway
3 Apr	O'Reilly 300
10 Apr	Pepsi 300
24 Apr	Aaron's 312



Las Vegas, NV
Darlington, SC
Bristol, TN
Ft. Worth, TX
Nashville, TN
Talledega, AL



NAVY

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